

Message Text

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PAGE 01 LUXEMB 00470 01 OF 02 020954Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 ONY-00 /028 W
-----128584 020957Z /21 R
R 021025Z MAY 78
FM AMEMBASSY LUXEMBOURG
TO SECSTATE WASHDC 6374

UNCLAS SECTION 1 OF 2 LUXEMBOURG 0470

FOR DPTY UNSECY FOR MANAGEMENT

FROM THE AMBASSADOR

E.O. 11652: N/A
TAGS: OGEN
SUBJECT: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT
(GORM) PROCESS

REF: (A) STATE 063477, (B) STATE 084522, (C) 77 STATE 295587,
(D) LUXEMBOURG 0013

BASED ON INSTRUCTIONS AND GUIDANCE PROVIDED BY REF. TELS (A) AND
(B), AND POLICY GOALS ESTABLISHED BY REF. TELS (C) AND (D), GORM
PACKAGES FOR LUXEMBOURG FOLLOW:

1. DECISION UNIT: LUXEMBOURG
2. PACKAGE I OF III
3. ACTIVITY DESCRIPTION:

EMBASSY LUXEMBOURG COULD MEET MOST OF ITS GOALS AND OBJECTIVES
WITH NINETY PERCENT OF ITS CURRENT STAFF BY CUTTING ONE AMERICAN
AND ONE LOCAL POSITION. THE EMBASSY'S SINGLE ECONOMIC/COMMERCIAL
POSITION WOULD BE ELIMINATED ALONG WITH ONE LOCAL POSITION IN
THE CONSULAR SECTION.

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ELIMINATING THESE TWO POSITIONS WOULD MEAN A DIFFERENT DIVISION
OF LABOR WITHIN THE EMBASSY AND SOME CUT BACK IN EMBASSY ACTIVI-
TIES. THE EXECUTIVE SECTION(THE AMBASSADOR, THE DCM, TWO
AMERICAN SECRETARIES AND ONE LOCAL SECRETARY) WOULD CONTINUE IT'S
PRESENT PROGRAM MANAGEMENT, POLICY FORMULATION AND REPRESENTATIO-
NAL ACTIVITIES. THE AMBASSADOR, HOWEVER, WOULD ASSUME ADDITIONAL
RESPONSIBILITY FOR REPORTING ON LUXEMBOURG'S INVOLVEMENT IN MULTI-

NATIONAL ORGANIZATIONS, PARTICULARLY THE EUROPEAN ECONOMIC COMMUNITY, WHILE THE DCM WOULD CONCENTRATE PRIMARILY ON ECONOMIC/COMMERCIAL ACTIVITIES.

THE COMBINED CONSULAR/ECONOMIC FUNCTIONS WOULD BE ASSUMED BY ONE OFFICER WHO WOULD SPEND SIXTY PERCENT OF HIS TIME ON CONSULAR ACTIVITIES AND FORTY PERCENT OF HIS TIME ON COMMERCIAL/ECONOMIC WORK. IN HIS CONSULAR ACTIVITIES HE WOULD HAVE THE FULL TIME ASSISTANCE OF ONE LOCAL EMPLOYEE. THE ADMIN. CLERK (PIT POSITION-(A LOCAL EMPLOYEE), WOULD UNDERSTUDY THE SENIOR CONSULAR EMPLOYEE AND COULD ALSO WORK IN THE CONSULAR SECTION DURING ESPECIALLY BUSY PERIODS. THE CONSULAR OFFICER PRESENTLY SPENDS ABOUT FORTY PERCENT OF HIS TIME ON PUBLIC AFFAIRS AND OTHER MISCELLANEOUS DUTIES, SUCH AS BIOGRAPHIC REPORTING AND YOUTH ACTIVITIES. THE NEW CONSULAR/ECONOMIC OFFICER WOULD BE RELIEVED OF ALL BUT CONSULAR AND ECONOMIC RESPONSIBILITIES; PUBLIC AFFAIRS, BIOGRAPHIC REPORTING AND YOUTH ACTIVITIES WOULD BE HANDLED BY OTHER SECTIONS AS EXPLAINED BELOW.

UNDER THE NEW ARRANGEMENTS, THE CONSULAR SECTION COULD CONTINUE TO PROVIDE ALL OF THE BASIC CONSULAR SERVICES PRESENTLY PROVIDED, ALTHOUGH MAJOR DELAYS AND BACKLOGS WOULD DEVELOP DURING THE PEAK SUMMER WORKLOAD PERIODS; THEY COULD BE DEALT WITH TO SOME EXTENT BY ESTABLISHING A PIT POSITION FOR THE SUMMER MONTHS OR BY TRANSFERRING THE PIT ADMIN. CLERK POSITION TO THE CONSULAR SECTION DURING THE SUMMER.
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THE COMBINED EFFORTS OF THE DCM AND CONSULAR/ECONOMIC OFFICER, ASSISTED BY ONE FULL TIME LOCAL EMPLOYEE, COULD ASSURE THAT THE EMBASSY'S ECONOMIC AND COMMERCIAL PROGRAMS, REPORTING, AND REPRESENTATIONAL ACTIVITIES DID NOT SUFFER.

THE POLITICAL SECTION (ONE OFFICER AND ONE AMERICAN SECRETARY) WOULD CONTINUE UNCHANGED EXCEPT THAT THE POLITICAL OFFICER WOULD ASSUME RESPONSIBILITY FOR BIOGRAPHIC REPORTING AND YOUTH AFFAIRS WHICH, UNDER THE PRESENT ARRANGEMENTS, ARE RESPONSIBILITIES OF THE CONSULAR OFFICER.

THE ADMINISTRATIVE SECTION (ONE OFFICER, TWO AMERICAN COMMUNICATORS, THREE LOCAL EMPLOYEES AND TWO CHAUFFEURS) WOULD REMAIN UNCHANGED EXCEPT THAT ONE PART-TIME, ADMIN. CLERK WOULD DIVIDE HIS TIME BETWEEN ADMINISTRATIVE AND CONSULAR ACTIVITIES.

PUBLIC AFFAIRS ACTIVITIES (THERE ARE NO USIA PERSONNEL AT THIS POST) WOULD BE TAKEN OVER BY THE FOREIGN SERVICE LOCAL WHO IS PRESENTLY SERVING AS THE AMBASSADOR'S SOCIAL SECRETARY. SHE WOULD DIVIDE HER TIME BETWEEN HER SOCIAL SECRETARY DUTIES AND PUBLIC AFFAIRS; THE AMBASSADOR AND THE DCM WOULD SPEND MORE

TIME PLANNING AND COORDINATING PUBLIC AFFAIRS ACTIVITIES, AND
THE AMBASSADOR'S AMERICAN SECRETARY WOULD TAKE OVER SOME OF THE
"HOUSEKEEPING" FUNCTIONS NOW PERFORMED BY THE SOCIAL
SECRETARY.

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PAGE 01 LUXEMB 00470 02 OF 02 021020Z
ACTION EUR-12

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-----128736 021024Z /21

R 021025Z MAY 78
FM AMEMBASSY LUXEMBOURG
TO SECSTATE WASHDC 6375

UNCLAS SECTION 2 OF 2 LUXEMBOURG 0470

FOR DPTY UNSECY FOR MANAGEMENT

FROM THE AMBASSADOR

(4) RESOURCE REQUIREMENTS: FY 78 FY 79 FY 80

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	PKG.			
	ONLY CUMUL.			
US OFFICERS	6	5	5	5
US STAFF	5	5	5	5
FSL'S	9	9	8	8
TOTALS:	20	19	18	18

5. IMPACT ON US POLICY GOALS AND ESSENTIAL ACTIVITIES.
WITH A TEN PERCENT CUT IN PERSONNEL THE EMBASSY COULD CONTINUE
TO FUNCTION. BUT THE ELIMINATION OF ONE AMERICAN POSITION COULD
BE JUSTIFIED ONLY IF (A) THE AMBASSADOR ASSIGNED TO LUXEMBOURG
CONTINUES TO BE PROFESSIONALLY QUALIFIED TO WORK WITH THE HIGHEST
LEVELS OF THE LUXEMBOURG GOVERNMENT IN SUBSTANTIVE ISSUES
(THIS HAS NOT ALWAYS BEEN THE CASE IN THE PAST); (B) IF THE DCM
HAS BROAD ECONOMIC EXPERIENCE; AND (C) IF THE NEW COMMERCIAL/
ECONOMIC OFFICER IS AN EXPERIENCED FSO-5 OR FSO-4 WITH BOTH
CONSULAR AND ECONOMIC EXPERIENCE.

EVEN IF THESE CONDITIONS WERE MET, THE LOSS OF ONE AMERICAN POSI-
TION WOULD STRETCH THE EMBASSY'S CAPABILITIES TO THE LIMIT.

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IN CASES OF SICKNESS, EXTENDED LEAVE OR PROLONGED ABSENCES OF AMERICAN OR LOCAL PERSONNEL FOR ANY REASON, OUR ABILITY TO ACHIEVE SOME OF OUR PRIORITY GOALS, PARTICULARLY GOALS IV AND V, WOULD SUFFER.

ELIMINATION OF ONE CONSULAR SECTION LOCAL POSITION WOULD POSE EVEN MORE SERIOUS DIFFICULTIES. IF THE AMERICAN CONSULAR OFFICER AND THE CONSULAR SECTION'S ONE REMAINING LOCAL EMPLOYEE WERE OUT AT THE SAME TIME, THE EMBASSY WOULD BE ABLE TO PERFORM ONLY THE MOST URGENT CONSULAR SERVICES. UNDER THE NEW SYSTEM, CONSULAR SERVICES IN THE BEST OF CIRCUMSTANCES, WOULD BE MUCH SLOWER AND LESS RESPONSIVE TO PUBLIC EXPECTATIONS THAN IS PRESENTLY THE CASE. THERE MIGHT BE TIMES WHEN WE COULD NOT PERFORM ESSENTIAL CONSULAR SERVICES, SUCH AS VISITING IMPRISONED AMERICANS REGULARLY.

- (1) DECISION UNIT: LUXEMBOURG
- (2) PACKAGE III OF III

3. ACTIVITY DESCRIPTION

UNDER PACKAGE III STAFFING, THE EMBASSY WOULD CONTINUE TO PURSUE ALL OF ITS PRESENT GOALS AND OBJECTIVES. WE WOULD NOT, HOWEVER, PROPOSE REESTABLISHING OUR PRESENT STAFFING PATTERN; RAHTER, WE WOULD TAKE ADVANTAGE OF THE "THREE TO ONE" LOCAL TO AMERICAN PERSONNEL RATIO BY RETAINING THE CUT OF ONE AMERICAN POSITION AS IN PACKAGE 1. WE WOULD REINSTATE THE LOCAL CONSULAR POSITION, UPGRADE THE ADMIN. CLERK POSITION FROM A PART-TIME TO A FULL-TIME POSITION AND ADD ONE LOCAL EMPLOYEE TO TAKE ON FULL TIME RESPONSIBILITY FOR AN EXPANDED PUBLIC AFFAIRS PROGRAM. THIS PERSONNEL MIX WOULD SERVE ALL OUR OBJECTIVES, BUT ESPECIALLY OBJECTIVE V. IT WOULD ALSO ASSURE THAT THE CONSULAR AND ADMINISTRATIVE SECTIONS OPERATED AT OPTIMUM LEVELS OF EFFICIENCY

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AND PUBLIC SERVICE.

- (4) RESOURCE REQUIREMENTS: *6 1980

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FY 78 FY 79 ONLY CUMUL.

US OFFICERS 6 5 5 5

US STAFF 5 5 5 5

FSL'S 9 9 11 11

TOTALS: 20 19 21 21

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